

SEQUOIA

PARKS CONSERVANCY

EMPLOYMENT INFORMATION

Sequoia Parks Conservancy
47050 Generals Highway #10
Three Rivers, CA 93271

559-565-3779
FAX 559-566-5192
HR@SequoiaParks.org
SequoiaParksConservancy.org

PARTICIPATE IN THE ADVENTURE!

SEQUOIA & KINGS CANYON NATIONAL PARKS offer spectacular scenery, the world's largest trees, Sierra Nevada Mountains, abundant wildlife, brilliant wildflowers, waterfalls, deep canyons, and caves! Park features include Kings River Canyon (one of country's deepest), General Sherman Tree (world's largest tree), and Mt. Whitney (highest point in the continental United States). Spending a summer living and working in these national parks is an adventure. You may develop lasting friendships and have new experiences as you help us support these parks.

WORK IN YOUR HAPPY PLACE!

EMPLOYMENT BENEFITS:

- ◆ 25% discount on merchandise in SPC park stores
- ◆ Free one year membership in SPC
- ◆ Free Field Institute programs and cave tour participation
- ◆ Discounts in most other national park visitor centers
- ◆ Potential for Seasonal Employee awards
- ◆ Merit increases for returning seasonal employees
- ◆ Paid sick leave



Most jobs are summer seasonal and employees do not receive medical insurance, retirement benefits, paid holidays, or vacation. Year round employees are eligible for a full benefit package and when job openings occur we often hire from among our summer staff.

EMPLOYMENT INFORMATION

Spending a summer in these parks is rewarding and enjoyable, *but it is not a vacation*. Please do not apply if you cannot comply with our requirements.

We check references, verify application information, and perform a criminal records background check. You will be required to sign a background check consent form if we offer you a position. Some positions may require a complete federal background check.

We seek highly motivated individuals with a love of nature and parks. We serve over two million park visitors annually and SPC maintains high standards for its staff. A background in retail, education, teaching, biology, geology, or natural history is helpful. We expect hard work, dedication, enthusiasm, professionalism, and teamwork.

You must enjoy working with the public.

SPC accepts applications year-round, but most positions are summer seasonal. SPC often employs up to 40 summer seasonal employees.

Most summer positions start in May and go into September, October, or November. A few positions may start as early as March. Longer availability dates increase the chances of being hired.

Employees average 40 hours/week – but scheduling can vary. You must be willing to work fewer hours, overtime, weekends, holidays, and have flexible schedules.

Summer employees do not receive vacation time nor should they expect extra time off.

Future re-hire status is based on completion of agreed upon work dates. Therefore, please apply only for those dates to which you can commit.

BASIC EMPLOYMENT REQUIREMENTS

All employees must:

- ◆ Upon arrival, present a legal form of identification and proof of employment eligibility.
- ◆ Abide by our policies, be well groomed, wear a uniform/nametag when required, and follow high appearance standards.
- ◆ Have a willingness to become familiar with features of these national parks and Lake Kaweah.
- ◆ Be willing to promote and "sell" SPC programs and products, including soliciting membership and donations from park visitors.
- ◆ Pay all your own expenses in getting to the parks from your home and all travel expenses when your employment ends.
- ◆ Have excellent verbal communication skills, basic computer skills, and cash handling experience.
- ◆ Have the ability to perform strenuous physical activities including work outdoors at mountain elevations.
- ◆ Field Institute Naturalists must be able to drive SPC vehicles and have a valid driver's license and clean driving record. Applicants must indicate moving violations, DUI, and accidents on application. We will make a copy of your driver's license and perform a DMV check through our insurance company.
- ◆ Field Institute Naturalists often work in remote locations requiring walking on a steep trail, carrying water, and utilizing portable toilets.

All employment is at-will. *Refer to at-will statement on application.*

SUMMER SEASONAL POSITIONS

Annual park visitation is up to 2 million people. SPC employees are required to talk to park visitors daily about SPC programs including promoting SPC membership. Most jobs start in April or early May and end September thru November. *We cannot guarantee couples the same days off.* We have the right to terminate your employment early for any reason or without a reason without any additional compensation.

WAGES - 2019 starting pay:

Visitor Center: \$13.00. Naturalist: \$14.75/hr.

Warehouse: \$13.00/hr.

Returning employees receive merit increase based on job performance. Pay, benefits, and job descriptions are subject to change.

<p>Naturalist – Conducts Cave tours for groups up to 50 people, designs programs, conducts scheduled walks, first-person living history interpretation, astronomy programs, family-friendly interpretive programs, operates Cave store, participates in special programs, some light maintenance/janitorial, including cleaning restrooms and trails. Staff utilizes SPC vehicles to get to work. Occasionally staff must drive their own vehicle. <i>Must have valid driver's license and clean DMV record.</i></p> <p>Required to have, at a minimum, basic first aid/CPR and AED training. If an employee arrives without this training, it must be completed within 2 weeks of starting work (we can assist with course arrangements).</p>	<p>Visitor Center Associate – Sells merchandise, cave tickets, and assists the Park Service in answering visitor questions. Keeps Park Stores stocked and clean. Staff may assist with nature programs and activities.</p> <p>Warehouse Clerk/Warehouse Driver – Clerical and warehouse duties. Heavy lifting. Job is in the foothills near Three Rivers and employee must provide his/her own housing outside the park.</p>
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Work shifts may start as early as 7 A.M. and closing shift may end well after dark. ***Working weekends and holidays are required.***

For more information on available positions, please visit our website www.sequoiaparksconservancy.org

HOUSING AND FOOD - Housing costs are determined by the Park Service and may change. The cost of approximately \$300/month is deducted from each paycheck. Housing has basic furniture but employees must supply food, cookware, linens, etc. Most employees assigned to Lodgepole, Giant Forest, and/or the cave may live in Park housing. This is a shared (two people per cabin), rustic accommodation. Cabins have a kitchen area, however, there is a separate shared restroom/shower facility nearby. Employees must be at least 18 years old to live in housing. An employee may also be asked to change housing assignments during the summer. If you do not require housing, please let us know on the application.

Housing is not available for spouses or children who are not employed by SPC or the Park Service. Pets may not be kept in seasonal employee housing.

Foothills and Lake Kaweah staff must provide their own housing in local communities outside the park. Due to a large influx of seasonal staff, housing in Three Rivers may be difficult to find.

Although Park housing may be available for staff at Grant Grove, SPC employees may be required to find housing outside the park.

One-way commute time from Three Rivers to Giant Forest is 45 to 60 minutes, and 90 to 120 minutes from Visalia.

WHAT YOU SHOULD KNOW

There is no cell phone service or internet in the parks.

Free WiFi at Grant Grove and Wuksachi Hotel is available at this time. There is an employee recreation room near Lodgepole housing that includes free Wi-Fi. There are no phones in housing.

TRANSPORTATION-Employees must provide their transportation (including lodging, travel, & food costs) to get to the parks at the beginning of their employment and upon departure at end of their season. Employees are also responsible for providing their own transportation to assigned job sites. SPC vehicles are usually available to transport staff living in Lodgepole to the cave; however, visitor center staff at Lodgepole & Giant Forest must supply transportation to work.

WORKING OUTDOORS- Many of our jobs involve working outdoors, including, maintained trails, cross country routes, and various other settings in favorable and inclement weather, varying air quality, and potential high temperatures. The work environment also includes working and driving in early morning, daytime, evening and nighttime conditions. Working in the parks exposes employees to unpredictable and potentially dangerous situations. Examples are rock fall, radon exposure in Crystal Cave, lightning, working at night and wildlife encounters (bees/wasps, black bears, etc.)

There are hazards working in nature that cannot be avoided. SPC employees are trained to follow the SPC Safety Program.

WORKING AT THE CAVE - This is a remote rustic location. Employees will usually be transported in one of the SPC vehicles, but occasionally may be asked to drive their own car. **It is a steep ½ mile trail to the cave and Naturalists may walk the trail several times daily.** There are restrooms at the parking lot but none at the cave, where Naturalists may spend several hours a day. We provide personal disposable one-time use toilets and urinals (whennaturecalls.com).

Radon comes from the natural (radioactive) breakdown of uranium in soil, rock and water and gets into the air you breathe. Although everyone is exposed to radon, it accumulates in closed areas. Radon levels are higher in caves. Exposure to large amounts of radon is known to increase possibility of lung cancer. Although there is no way to eliminate exposure to radon in Crystal Cave, SPC monitors radon levels and restricts the number of hours naturalists may spend inside the cave each season. Recent radon measurements are 8 to 10 times higher than the maximum level recommended inside a home.

Rocks occasionally fall onto the trail leading to the cave from surrounding cliffs. Although we try to minimize the risks from falling rocks, this is a natural area and the hazard cannot be eliminated. Rattlesnakes, bees, and bears may also be encountered.

Sequoia National Park is an area known for illegal growing of marijuana. The Park Service monitors these activities and provides law enforcement for eradication of illegal activities. In recent years, these illegal activities have occasionally been detected within the watershed of Crystal Cave. The area around the Cave is watched by law enforcement, and while working at the cave is considered safe, potential employees need to be aware that these activities occur and the potential safety of the area can change at any time. The Park Service will close the cave if it is deemed unsafe for staff or visitors

DRUG FREE WORKPLACE POLICY

SPC maintains a drug free workplace. The use or sale of controlled substances or illegal drugs while on duty, while in the workplace, prior to going on duty or going to the workplace is prohibited. Violation of this policy will result in disciplinary action up to and including termination of employment. Employees who report to work under the influence of illegal substances may be terminated for cause. The use of alcoholic beverages while on duty or prior to going to work is prohibited. SPC management will report to NPS law enforcement, any reasonable suspicion that an employee is under the influence of illicit drugs or alcohol when on the job. SPC management will report to NPS law enforcement, any reasonable suspicion that an employee is under the influence of illicit drugs within park housing. An arrest for use of illegal drugs or driving under the influence of alcohol when on the job, during a time period prior to work that would affect the ability of an employee to perform their job duties properly, within NPS employee housing or in violation of NPS or SPC drug free workplace policies will result in termination of employment.

SEQUOIA PARKS CONSERVANCY (SPC) is the official educational and philanthropic 501.c.3 nonprofit partner of Sequoia and Kings Canyon National Parks (National Park Service) and Lake Kaweah (Army Corps of Engineers). **We are not a government agency.** SPC enriches visitor experiences, promotes public awareness of the significance of national parks through educational programs and publications, and raises money for park programs and projects.

SPC operates stores in park visitor centers, publishes books, operates the Field Institute (FI) outdoor education programs, the Pear Lake backcountry ski hut, and interpretive tours of Crystal Cave, rents bear resistant food containers to backpackers, provides monetary support for ranger programs, visitor centers, exhibits, wildlife and natural resource protection, trails and facilities.
